



Department for
Business & Trade

Lord Offord of Garvel CVO
Parliamentary Under Secretary of State
Department for Business and Trade
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18 March 2024

House of Lords
London
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Dear Lord Tyrie and Lord Clement-Jones,

Thank you for your constructive engagement during the first day of Report Stage of the Digital Markets, Competition and Consumers Bill (the Bill) on Monday, 11 March.

Government Review of Whistleblowing

As you are aware, the Government announced a review of the whistleblowing framework on 27 March 2023. The review, which is ongoing, is broad in scope and considers how the whistleblowing framework currently operates, including the Public Interest Disclosure Act 1998 (PIDA) and subsequent legislative and non-legislative interventions.

The aims of this review are to examine the effectiveness of the whistleblowing framework in meeting its original objectives, which are to facilitate whistleblowing, protect whistleblowers against detriment and dismissal, and to facilitate wider cultural change around whistleblowing. The full Terms of Reference are publicly available at:

<https://www.gov.uk/government/publications/review-of-the-whistleblowing-framework/review-of-the-whistleblowing-framework-terms-of-reference>.

The core research questions are:

- How has the whistleblowing framework facilitated disclosures?
- How has the whistleblowing framework protected workers?
- Is whistleblowing information available and accessible for workers, employers, prescribed persons and others?
- What have been the wider benefits and impacts of the whistleblowing framework, on employers, prescribed persons and others?
- What does best practice look like in responding to disclosures?

The evidence for the review is being gathered externally and includes a review of recent academic and relevant literature, analysis of employment tribunal and whistleblowing reporting data, as well as interviews and focus groups to understand a broad range of views and experiences surrounding whistleblowing. The research will provide an up-to-date evidence base to inform government about policy choices to develop and improve the whistleblowing framework.

The research for the review has now been completed. The Government will now consider the research findings and implications for whistleblowing policy, with a view to publish the evidence and next steps. I know the aim is to do this as soon as practicable.

I hope this offers reassurance on this issue. If you have any other questions, my office would be happy to set up further discussion.

I will place a copy of this letter in the libraries of both Houses.

Yours sincerely,

A handwritten signature in black ink, appearing to read "Malcolm Offord". The signature is written in a cursive style and is underlined with a single horizontal stroke.

Lord Offord of Garvel CVO
Parliamentary Under Secretary of State
Department for Business and Trade